MAGNET+PATHWAY4EUROPE NETWORK CONFERENCE 2026

The Brandenburg Gate, Berlin, Germany

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November 10-11, 2026

Berlin

Host: DHZC-Deutsches Herzzentrum der Charité

Location: Deutsches Herzzentrum der Charité, Augustenburger Platz 1, 13353 Berlin

MAGNET+PATHWAY4EUROPE NETWORK SUPPORTERS

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Magnet+Pathway4Europe™

Day 1: November 10

PROGRAM - MORNING

Time	Topic & Speakers - all speakers submit PowerPoint slides by 11/01/26 to the following link: Submit your presentation.
08:30	**Pick up name tag, hang posters, coffee**
09:00	**Magnet+Pathway4Europe Network** **Linda Aiken**, Co-Director, Magnet+Pathway4Europe, Conference Chair; **Walter Sermeus**, Co-Director, Magnet+Pathway4Europe; **Raf Van Gestal,** KU Leuven, Belgium; **Matthew McHugh,** University of Pennsylvania, US; **Rebecca Graystone, ANCC.**
09:30	**Welcoming Remarks** **Carla Eysel**, Executive Board Member for Human Resources and Nursing, Charité - Universitätsmedizin Berlin; **Prof. Dr. med. Volkmar Falk**, Chief Medical Director, DHZC-Deutsches Herzzentrum der Charité; **Sebastian Dienst** , CNO, DHZC-Deutsches Herzzentrum der Charité; **Katja Vonhoff**, Head of Robert Bosch Center for Innovative Health at the Bosch Health Campus; **Christine Vogler** , President of the German Nursing Council (Deutscher Pflegerat)
10:00	**International Interprofessional Collaboration to Improve Clinician Wellbeing & Patient Safety** Introduction by **Linda Aiken**. **Prof. Dr. med. Reinhard Busse**, Technische Universität Berlin (TU Berlin)
10:30	**Magnet+Pathway4Europe in the Context of Global Nursing Actions to Improve Nurse Retention** Introduction by **Baroness Anne Marie Rafferty**, King's College London. **Howard Catton**, Chief Executive Officer, International Council of Nurses ICN, Geneva
11:00	**Hospital Workplace Redesign to Retain Clinicians: Interest in Europe and Beyond** Moderator: **Claudia Maier**, University of Bielefeld, Germany; **Franz Wagner**, European Forum of National Nursing and Midwives Associations; **Susanne Maassen**, Erasmus MC member of European University Hospital Alliance EUHA; **Lill Sverresdatter Larsen**, Norwegian Nurses Organization; **Katja Vonhoff**, Robert Bosch Center for Innovative Health at the Bosch Health Campus, Germany.

Day 1: November 10

PROGRAM
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MID-MORNING/LUNCH BREAK

Time	Topic & Speakers
11:30	**Panel: Business Case for Improving Clinical Work Environments** Moderator: **Debra Burke**, Massachusetts General Hospital MGH, Boston, US. **Marja Renholm** , CNO, Magnet Designated University Hospital Helsinki, Finland; **Carmen Rumeu Casares** , CNO, Magnet Designated Clinica Universidad de Navarra, Pamplona, Spain; **Tiina Thornton**, CNO, Pathway to Excellence Designated Cleveland Clinic London, England; **Tone Ikdahl** , CEO, Lovisenberg Diaconal Hospital, Oslo, Norway.
12:30	**Lunch Break , Poster Viewing, and Voting for Best Poster** ***Posters may be submitted ONLY by Magnet4Europe and US twinning partner teams (because of space limitations).*** *Each team may bring one poster.* ***Directions for Posters:*** *Traditional paper or cloth posters need to be designed as vertical/upright, maximum size 84x118 cm. Posters should be hung by 8:45 am on Day 1 of Conference. All registrants will receive stickers with their name tag to vote on Best Poster. The top two posters will receive recognition and a prize.* ***Please confirm you are bringing a poster by November 1, 2026 to:*** ***Magnet-Pathway4Europe Poster Submission – Fill out form***

Day 1: November 10

PROGRAM - AFTERNOON

Time	Topic & Speakers
13:30	**Healthcare in Transition: A Welcome from the Ministry of Health** Speakers: **Sebastian Dienst**, CNO, DHZC-Deutsches Herzzentrum der Charité. **Katja Kohfeld**, State Secretary, Federal Ministry of Health, Germany
14:00	**Outcomes of Magnet4Europe and Pathway to Excellence Hospitals: Research Highlights** **Walter Sermeus**, KU Leuven, Belgium; **Matthew McHugh** and **Karen Lasater**, University of Pennsylvania, Philadelphia, PA US
14:30	**Successful Benchmarking Strategies** Moderator: **Elena Wuzel - Samimi** , Board Member of the German Benchmark Initiative for Nursing Care. **Marita Ritmala**, Helsinki University Hospital, Finland; **Carmen Rumeu Casares** , CNO, Clinica Universidad de Navarra, Pamplona, Spain; **Caroline Clark** , CNO, Magnet Recognized Royal Aberdeen Children's Hospital, Scotland
15:20	---------- Break ----------
16:00	**Twinning Exemplars** Moderator: **Jonathan Drennan**, University College Dublin
16:05	**Outcomes from an Exemplary Magnet4Europe Twinning Partnership** **Sebastian Dienst**, CNO, and **Elena Wuzel - Samimi** , Advisor to the Director of Nursing, DHZC-Deutsches Herzzentrum der Charité; **Gina Reid Tinio** , CNO, and Mariam Chaudry, Northwestern Medicine Delnor Hospital, Geneva, IL, US
16:20	**Turning Partnership into Progress: Focus on Pathway Designation** **Kirstin Ruttmann**, University Hospital Regensburg UKR, Germany; **Florence Vanek** , Penn Medicine; **Nicole Hoke** , CNO, and **Emma Cotter** , Penn Presbyterian Medical Center; and **Melissa Zak** , CNO, Penn Pennsylvania Hospital, Philadelphia, US
16:35	**Collaborating on Advancing Interprofessional Excellence** **Marianne Ditomassi** & **James Bradley**, Massachusetts General Hospital MGH, Boston, US and **Koen Balcaen**, CNO, and **Fien Claessens** , University Hospital Leuven, Belgium

Day 1: November 10

PROGRAM - EVENING

Time	Topic & Speakers
16:50	**Going Magnet the Swedish Way** **Lena Swedberg**, CNO, and **Andreas Svensson**, Södertälje Hospital, Stockholm, Sweden
17:05	**Proposal Writing and Benchmarking Results** **Ellen Van Goer,** University Hospital Münster UKM, Germany, and **Jessie Reich**, Hospital of the University of Pennsylvania, Philadelphia, US
17:20	**Using the Magnet Model as the Organizational Framework for Strategic Nursing Development and Person-Centered Care** **Matilda Magnusson** and **Caroline Stolt,** Skåne University Hospital, Malmö, Sweden
17:35	**Human Caring Culture, Magnet/Pathway-Aligned Nursing Behaviors, and Patient Satisfaction** **Dale Beatty,** CNO, and **Grissel Hernandez**, Stanford University Medical Center, CA, US.
17:50	**Applying for Magnet Recognition: A Milestone Met** **Helene Maucher** , CNO, University Hospital Ulm (RKU), Germany.
18:05	**Updates from the American Nurses Credentialing Center** **Rebecca Graystone**, **Maureen Lal**, **Christine Pabico**
18:20	**Poster Awards**
18:30 - 21:00	**Networking Reception hosted by DHZC-Deutsches Herzzentrum der Charité.**

PROGRAM - MORNING

Day 2: November 11

Times	Topic & Speakers
08:30	**Opening Plenary Day 2** **Linda Aiken,** Conference Chair, **Walter Sermeus**, Co-Director, M+P4E, **Sebastian Dieust**, CNO, DHZC Moderator: **Dorothea Kohnen**, University College Cork, Ireland
08:45	**Advances from a Quartet Partnership** **Petra Olislaegers** , CNO, AZ Sint-Maarten, Belgium; **Cheryl Reinking**,CNO, El Camino Health, CA and **Allison Benziger**, Penn Princeton Medical Center, NJ, US
09:00	**Meaningful Recognition: The DAISY Awards** **Witico Nickel,** CNO, Klinikum Bremerhaven, Germany
09:15	**Medical Librarians: Support for Magnet/Pathway and Evidence-Based Practice** Introduction by **James Ballinghoff**, CNE, Penn Medicine Health System; Presentation by **Michelle Bass**, Penn Medicine Librarian
09:30	**From Strategy to Action: Strengthening the Academic Nursing Workforce** **Jorun Thoma**, University Hospital Freiburg, Germany, and **Lori Grischott**, Jefferson Lehigh Valley Health Network, Allentown, PA, US
09:45	**Introduction of Concurrent Workshops** **Linda Aiken,** University of Pennsylvania
09:50	----------Break to Change Rooms----------

PROGRAM - WORKSHOPS

Day 2: November 11

Times	Topic & Speakers
10:30	**Concurrent Workshops until meeting closure at 13:00** ***Session 1 - One workshop between 10:30 and 13:00*** **Magnet and Pathway Submission Writing Workshop**. Requires pre-registration; no fee. For Founding Magnet4Europe Hospitals and their US Magnet twinning partners only. Workshop led by Magnet & Pathway Expert Consultant, **Tanya Carmichael** of Tipton Health assisted by US Magnet hospital nurse leaders. European hospitals are encouraged to attend with their Magnet twinning partners. Pre-registration is required by November 1st: ***Magnet-Pathway4Europe Workshop on Magnet Application Writing - November 11th, 2026 – Fill out form*** ***Other Concurrent Sessions*** *Session will be offered twice so all participants not in the Magnet Application Workshop may attend both below sessions.* **Click here for Registration for Concurrent Workshops 2–7** **Session 1: 10:30 – 11:40** **Break to switch sessions: 11:40-11:50** **Session 2: 11:50 – 13:00** ***Concurrent Session 2*** **Advancing Nursing Excellence: Strategic Leadership Through the ANCC Nurse Excellence Framework**. Speakers: **Maureen Lal**, Director of the ANCC Magnet Recognition Program and **Christine Pabico**, Director of the ANCC Pathway to Excellence Program. Recommended for participants new to **Magnet+Pathway4Europe**. ***Concurrent Session 3*** **Expanding Nursing Excellence Across the ANCC Nursing Excellence Framework.** Speakers: **Cheryl Cosme** and **Jenifer Graebe**, ANCC. A focus on ANCC Nursing Continuing Education Program (NCPD) and Practice Transition Accreditation Program (PTAP).

PROGRAM - WORKSHOPS

Day 2: November 11

Times	Topic & Speakers

Other Concurrent Sessions

Concurrent Session 4

Digital Magnet Hospital – From Excellence to Measurable Impact
Speaker: **Medtronic.**
What if we could redesign a Magnet Hospital from scratch – powered by digital innovation? Using DHZC's EuroHeartPath as a real-world example, we explore how digital pathways, interprofessional collaboration and patient empowerment turn Magnet principles into measurable impact. In this interactive workshop, we challenge you to reimagine the Digital Magnet Hospital of the Future – moving beyond excellence to smarter care, empowered teams and better outcomes.

Concurrent Session 5

Nurse-Sensitive Indicators and Benchmarking for Magnet Recognition
Speaker: **Jeff Doucette** and team, Qualtrics (formerly Press Ganey).
Qualtrics is an ANCC-approved vendor for Magnet outcomes metrics and benchmarking.

Concurrent Session 6

Nursing Documentation, Standardised Language and Outcomes – Making Nursing Visible, Measurable and Comparable
Speaker: **ePA-CC**
How can routine nursing data be transformed into meaningful outcomes and evidence-based clinical decisions? This workshop explores how epaAC and standardised nursing terminology enable transparent, measurable nursing care, outcome-based benchmarking and informed clinical decision-making. Discover practical insights, future opportunities, challenges and risks of data-driven nursing excellence.

Concurrent Session 7

Connecting Care Across Sectors
Speaker: **Recare.**
How can digital solutions improve transitions between hospital and post-acute care? The workshop focuses on cross-sector care pathways, discharge management and how better connectivity can support continuity, efficiency and patient-centred care.

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